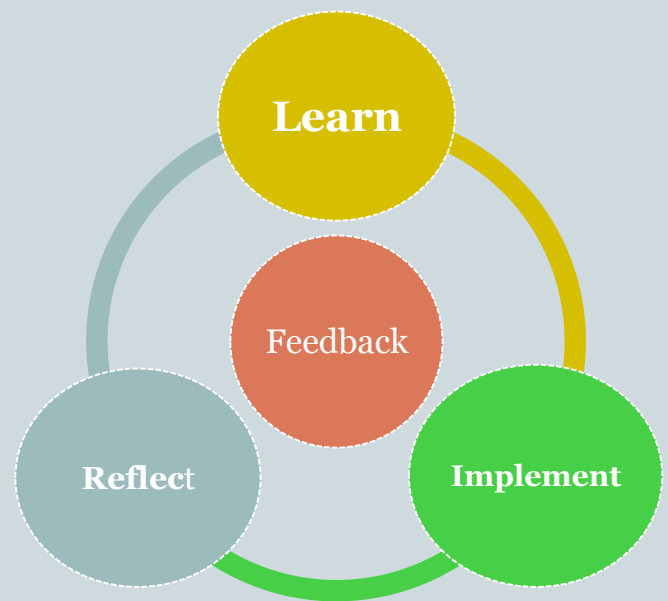# Baltimore City's Use of Digital Relationships with Beginning Teachers

1

I COMMUNICATE!
I COLLABORATE!
I CULTIVATE!
I MENTOR!
IN A DIGITAL AGE

#BMOREMENTOR

Learn

Feedback

Reflect

Implement

Office of Teacher Support & Development

Shanna Warburton-Barnes

snwarburton@bcps.k12.md.us

District Mentor

Baltimore City Schools Induction Program

Office of Teacher Support and Development

Do the Math!

3

If you graduated from college in 2014 (at the age of 21) what year were you born?

1993

What was happening in 1993?

What was happening in 1993?

What was happening in 1993?

Teacher Tools

Social Media

- **Facebook**
- **My Space**
- **Twitter**
- **Instagram**
- **Blogs**
- **Wikis**
- **Podcasts**

What changes every year?

The 3 C's

- Communicate
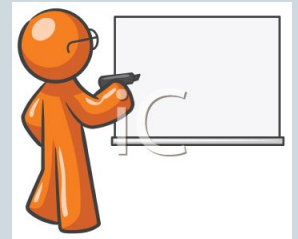
- Collaborate

- Cultivate

Communicate

Establish opportunities for teachers to present, share and problem solve with peers and leaders

- ISTs
- ACLs
- SELs
- Networks

Collaborate

Utilize **instructive, collaborative, and facilitative strategies** to model and **provide evidence-based feedback** to early career teachers
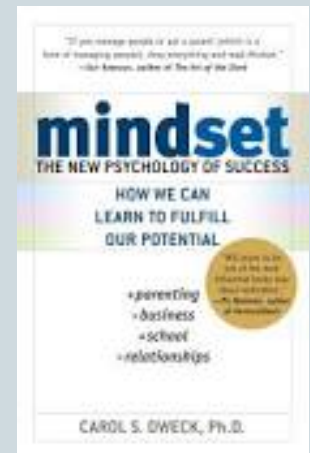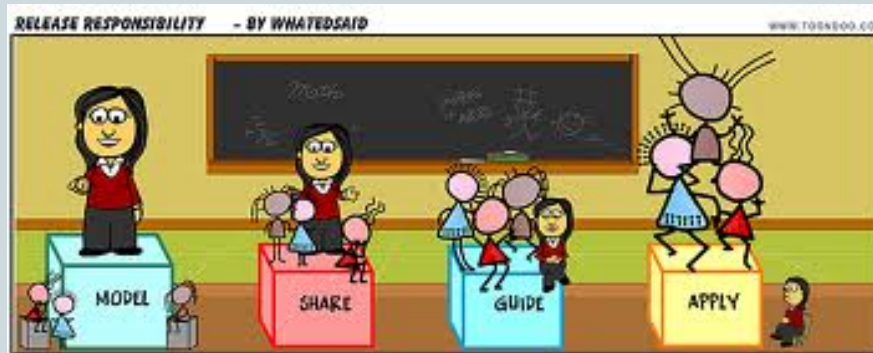
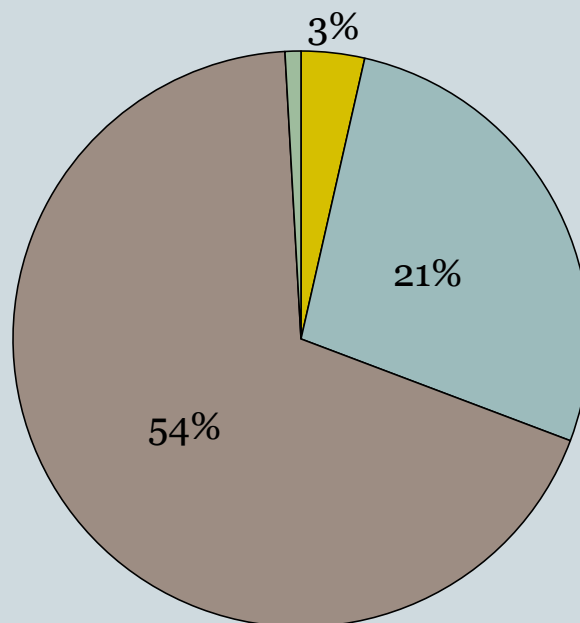# New Teacher Induction: Site-Based Mentors

Cultivate

Develop a teacher's ability to **self-monitor and assess practice** by setting and monitoring professional goals based on teacher standards, and analyzing feedback to improve instruction

Mentor Academy
Overall Value

15

3%

21%

54%

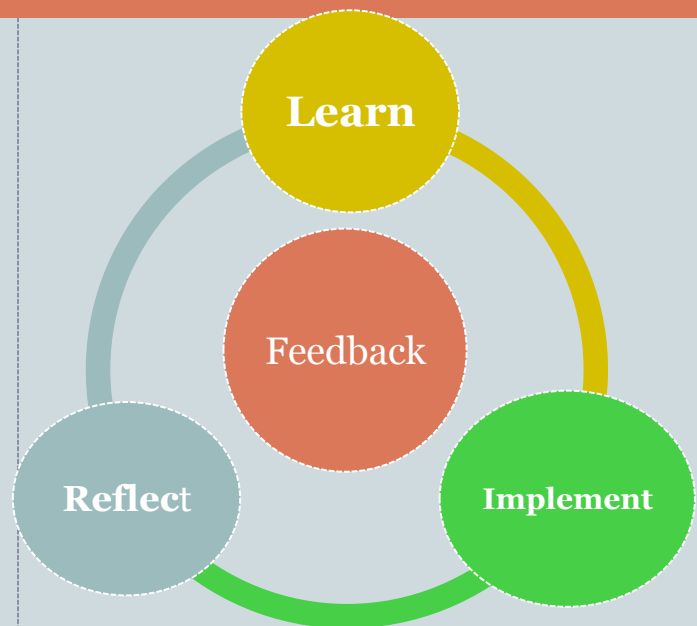■ Not Valuable   ■ Somewhat Valuable   □ Valuable   □ Very Valuable   □ Missing

N= 145; Percentages do not always total 100% as a result of missing responses

Roles and Responsibilities of a Site-Based Mentor

Mentor Support Structures

- Bi-weekly Coaching Supports: Observation, Planning and Modeling
- Monthly PD for Early Career Teachers
- Quarterly Goal Setting and Analysis
- Collaboration with Alternative Certification Coaches
- Document supports
- **<u>Provide targeted, evidence-based feedback at each stage of the cycle of development</u>**

Learn

Feedback

Implement

Reflect

Techno-Logistics

Caryn Horrigan – Tech Master

- Office 365
- Twitter #bmorementor